

Innovative Methods of Increasing the Activity of Young Specialists

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Annotation: *The article discusses the issues of personnel policy, professional activity, strengths and weaknesses of young specialists, perfectionism or immaturity, habituation, adaptation and automatism, which play an important role in ensuring the activity of young specialists.*

Keywords: *Personnel policy, professional activity, strengths and weaknesses of young specialists, perfectionism or immaturity, habituation, adaptation and automatism.*

INTRODUCTION

Currently, various changes are taking place in the world in a number of areas, requiring a person to be in constant search and movement. In our opinion, it is natural that the main attention should be paid to the growing younger generation, especially young specialists. According to current research, large companies (foreign, local) are most interested in young specialists. Then there are large state institutions and small commercial companies. By using the opportunities of young specialists, companies, first of all, will find innovation; high-level qualifications obtained in higher education institutions; and a solution to the need for personnel¹.

METHODS

Companies offer various technologies for working with young specialists, depending on the personnel policy being implemented and their goals in relation to young specialists, but most of them do not have clear and articulated strategies for working with young specialists. One of the main reasons for this is that the state is only now, that is, only recently, systematically launching work in the field of youth policy.

Working with young specialists is formed on the basis of a specific description of their behavior and determining their location. One of the conditions for effective work with employees in this group is an understanding of their strengths and weaknesses, as well as the presence of conditions for joint action that is interesting and productive for both parties.

RESULTS

According to the studies conducted by us and supplemented by the studies of a number of authors, after graduating from an educational institution, young specialists have the following qualities:

- a) their strengths include: the presence of basic knowledge;
- a high coefficient of knowledge acquisition, the ability to assimilate new information;
- great development potential and the presence of specific needs;
- open acceptance of new technological and managerial solutions, readiness for change;
- vitality, active life thinking, enthusiasm;
- the absence of habitual ways of working;

¹ Чернышенко Н.А. Работа с молодыми специалистами // Начальная школа. - 2010. - № 9. - С. 4

the desire to gain experience and work actively; high mobility, readiness to move to another place; flexibility;

the structure of the needs of young employees aimed at development (promotion, education, change in social status) and their desire to work accordingly.

b) their weaknesses include:

overestimating their own professional abilities and, accordingly, setting high demands on their salary, social benefits and job growth rates;

in most cases, not knowing how to work in a team, not obeying the leader and not knowing how to behave at work;

social immaturity;

not knowing how to apply the theoretical knowledge they have gained in practice, lack of practical skills in managing and planning their own working time, not knowing the basics of labor discipline and work ethics;

not understanding the organization's requirements and trust (the qualities it expects from them); infantility (immaturity), not being able to clearly imagine what they need in life².

A young specialist must work under the guidance of experienced colleagues, and for a young specialist to grow successfully and effectively, he must be ready to be submissive and obedient. A 25-30-year-old specialist determines whether the chosen field of work suits him or not. This period is characterized by frequent changes in jobs, transfers to new areas of activity. We call such changes horizontal rotation (for example: electrical mechanic - labor protection engineer - leading specialist in personnel management).

According to our research and observations, in the conditions of modernization of society and increasing needs for human capital, work with young people should become an effective tool for the development and transformation of the company. This can be applied in the context of the development and gradual implementation of a system of work with young specialists, aimed at directly involving young specialists in solving both their own problems and corporate-wide tasks and based on the priority areas of the company's Human Resources Development Strategy.

DISCUSSIONS

According to scientists involved in the field, the introduction of a systematic approach to working with young specialists (for example, training a young, conscientious, well-educated employee, while maintaining his loyalty to the company) allows solving problems that at first glance do not seem at all relevant. The behavior (behavior) of a young specialist at work depends on how successfully the adaptation (acclimatization) has been carried out. Acclimatization of a young specialist is not only adaptation to new working conditions, but also the active mastering of the norms of professional communication, production skills, labor discipline, traditions of a new labor team, that is, the process of entering a particular social environment.

A certain system of various, work-related and personal relationships is formed in the team, which is based on mutual trust and respect for people, openness and concern. The qualities of the library work team are that the environment (conditions) created in it directly affects the quality of work with users, therefore it is very important to create opportunities for each employee to engage in creativity. The team has high efficiency in work, its employees are always united by some common goal. An important aspect of the success of such a team is the mood and atmosphere in it, or the socio-psychological climate of the team,

² Парягина О.А. Молодой специалист: эволюция понятия в современных условиях // Право и образование. - 2009. - № 1. - С. 99

which is emotions, relationships, moods, thoughts and instructions. The following qualities of human behavior are necessary for the internal environment of any team: cheerfulness, cheerful disposition, optimism, as well as composure and self-control, which prevent the emergence of conflicts. Thus, a healthy psychological climate within the norm in a team is always the basis for its success and efficiency³.

A young employee, mastering the professional sphere of his life, constantly passes through two levels of adaptation: professional and psychological. Professional adaptation is a process of mutual adaptation of the employee and the organization, which is based on the gradual integration of the employee into the labor process in new professional, social, organizational and economic working conditions, and its course is influenced by the individual qualities of the person, his interests, preferences, and qualities of intelligence. According to experts, psychological adaptation is the most important. This is a complex, long-term, and in some cases, difficult process associated with a change in the inner world of a person. It is associated with abandoning the usual and enduring various professional difficulties. In our opinion, a young specialist should use his will, energy, and try not to suppress his inner feelings. In this case, previous ideas, ways of working are destroyed (lost), new skills, abilities are formed, and behavior changes. In this case, the moral climate of the team, which can have both a positive and a negative impact on the young specialist, is of great importance. Any team has its own laws, established before the arrival of the young employee, and works according to its own specific scheme. The faster a young specialist understands the laws of his new team, the relationships within the team, the faster his adaptation to the new team will occur. Non-acceptance of a young specialist, indifferent, even aggressive attitude towards him by his colleagues can negatively affect his professional position.

CONCLUSION

In conclusion, it can be said that a normal psychological climate, a friendly and benevolent environment will create interest in work in a young specialist, even with a low salary. In addition, by taking an interest in the work of his colleagues, a young specialist can develop a certain self-confidence and acquire professional skills⁴.

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³ Сиротина М.П. Профилактика конфликтного поведения (тренинг в помощь молодым специалистам) // Воспитание школьников. - 2011. - № 2. - С. 55

⁴ Антропов В.А., Дмитренко Н.В. Развитие инновационного потенциала компании на основе системы работы с молодыми специалистами // Экономика региона. - 2010. - № 3. - С. 260